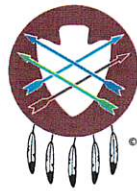


P (918) 540-2535  
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# PEORIA TRIBE

OF INDIANS OF OKLAHOMA

118 S Eight Tribes Trail, Miami, OK 74354  
P.O. Box 1527 Miami, OK 74355

CHIEF  
Rosanna Dobbs

SECOND CHIEF  
Vacant

**PEORIA TRIBE OF INDIANS OF OKLAHOMA  
SPECIAL BUSINESS COMMITTEE MEETING  
January 6, 2025**

**MINUTES**

**CALL TO ORDER/INVOCATION:**

Chief Craig Harper called the meeting to order. Chief Harper stated that per the constitution he will be unable to Chair the meeting and turned the meeting over to Second Chief Rosanna Dobbs. Jenny Rampey gave the invocation.

**DECLARATION OF QUORUM:**

Secretary Jenny Rampey declared a quorum with all (6) members present.

**APPROVAL OF AGENDA:**

Motion was made by Nicholas Hargrove and seconded by Scott Myers to approve the agenda as presented. Motion carried unanimously.

**NEW BUSINESS:**

First Councilman Nicholas Hargrove gave a statement:

“In the past month, a mound of evidence has come to our attention involving serious allegations of wrongdoing by Chief Harper. They include alleged attempts to misuse his office for personal financial gain, abuse of his authority over subordinates, tampering with government documents, attempts to deceive the Business Committee with fraudulent information and prevent officers from performing their lawful duties. These are all very serious which, if true, demonstrate a pattern of dishonesty and self-interest which are incompatible with holding public office. Each charge will be read and then Chief Harper will be given the opportunity to respond, after which this Business Committee will render a decision by vote for his removal from office.”

Chief Harper gave a statement:

“Very disappointed in this time of Sovereignty in our nation. I look forward to being able to walk through a statement for each one of these allegations. That is all I have at this time.”

Second Chief Rosanna Dobbs stated that she would begin by reading each allegation.

- 1) Malfeasance in the issue of instructing the Peoria Tribe’s financial department to intentionally obscure information and mislead the Business Committee of the Peoria Tribe and interfere with the lawful execution of legislation.

Second Chief Rosanna Dobbs stated that a statement was received that the financial director was instructed to not give the Human Resource Director information that was necessary for Human

Resources to post the Tribal Administrator position. The position was posted without the Chief's approval.

Chief Harper asked if the posting was late and whenever the request was sent through was it not posted in the manner requested. Chief Harper asked who created the documents and if a Business Committee meeting had been held during the period of creation.

First Councilman Nicholas Hargrove stated that it was created between the letter sent to Chief Harper fifteen days ago and when Chief Harper received it.

Second Chief Rosanna Dobbs stated that there was not a Business Committee meeting held during that time.

Treasure Jason Dollarhide stated that the statements made should be read with the allegations.

Second Chief Rosanna Dobbs read the statement:

"On October 4, 2024, an incident report was made by a Peoria Tribe employee that stated on October 3, 2024, Human Resources entered the Office of the Peoria Tribe employee to obtain employees signature on the job requisition for the Tribal Administrator position. The employee stated that Chief Harper had instructed them not to sign the Tribal Administrator job requisition and to stall the process when Human Resources came to have them approve. Chief Harper advised the Peoria Tribe employee to inform HR that the employee was unsure of the funding source for the position."

Chief Harper stated that he and the Peoria Tribe employee discussed the final mechanism to pay for the new Tribal Administrator position, specifically in this year's budget. It was and is still in my opinion that this position was added in a completely different manner than any other position added in the past. The job description was written by the Business Committee and added with a vote in Business Committee. That put this job posting outside of procedures used to post new positions. That procedure used four signatures to qualify a new posting. The director requesting the new position, finance to determine if the budget can support it, and Human Resources finding the Tribal Administrator, none of those signatures or lack of could stop this posting. This posting was created by law by the Business Committee, all signatures after that were trivial. The job posting was in no way hindered or slowed down. I carried the job posting down to HR myself. Human Resources was developed and implemented during my tenure as Chief to provide attention to detail and the processes used to create a quality hiring structure for the tremendous support of the team members here at Peoria. Chief Harper asked if the employee was reached out to for a statement. Chief Harper stated that the Business Committee is presenting this as evidence against me in somebody else's words, this should be in that employee's handwriting and words. Chief Harper stated that the statement presented is not in the employees' words. Chief Harper asked why the employee was no longer employed by the Peoria Tribe.

Second Chief Rosanna Dobbs stated the second allegation:

- 2) Malfeasance, in an attempt to illegally assume Tribal Administrator duties after separation.

Second Chief Rosanna Dobbs stated that in the last Business Committee meeting the Chairman of the Grievance Committee came forth and gave the committee his rendition of what was the decision made by the Grievance Committee to reinstate you as Tribal Administrator. The meeting adjourned and before the evening was over the Business Committee received communications from two of the Grievance Committee members informing us that it was reported to the Business Committee incorrectly. There was no vote in the grievance meeting with the intention to reinstate Chief Harper as Tribal Administrator.

Statement from LeAnne Reeves Grievance Committee member:

“Based on feedback from the BC meeting of 12/3/2024, the position of the Grievance Committee was misrepresented. At no time did we vote to reinstate Chief Harper as Tribal Administrator or entertain a motion to that effect. The minutes recorded from the 11/26/24 Grievance Committee meeting does not reflect what was reported at last night’s BC meeting.”

Statement from Mary Davey Grievance Committee member:

“I have just heard that the information given by Chad Harper tonight regarding the grievance filed against the Business Committee is not what the committee agreed to. This is a very contentious issue for the tribe. He misspoke about item #2 and gave a false determination. We need to get this resolved. It was the understanding that the Business Committee would be given a copy of the submitted grievance and that it would be brought to the Business Committee in January. We did not agree that Chief is to be Tribal Administrator.”

Chief Harper stated that the report given by Chad Harper, the Chairman of the Grievance Committee was the last information that any of us had to go on. I chose to align with the information that had been presented. The following morning no measures or actions were taken, no hirings, no terminations, no director meetings, no requisition approvals, none. It appears the BC reached out directly to the members of the Grievance Committee regarding this decision. We all continued to wait regarding the Grievance decision. In the meantime, I have made efforts to work with the new Tribal Administrator. Later that day I received an email from the Second Chief speaking on behalf of the Grievance Committee, this being the information presented the night before. Chief Harper asked who did I hire during those six hours, what existing department members did I change, and who did I instruct to take adverse actions to the day before, no one. Chief Harper asked where did the letter originated from? Chief Harper stated that he sees two statements from the Grievance Committee members, there are five. Chief Harper asked where the statements are from the other three.

Second Chief Rosanna Dobbs stated the third allegation:

- 3) Malfeasance, in the issue of tampering with Tribal government documents, the Business Committee minutes of August 6, 2024.

Second Chief Rosanna Dobbs stated that at the September meeting, the Business Committee members approved the August minutes as presented including all the information. You instructed a Peoria Tribe employee to redact information from those minutes before posting it on the website. Then later you reneged on and had the employee go back and add missing minutes. After we questioned you about it you stated that you didn’t know anything about it.

Chief Harper stated I have been a long time proponed opposed to Business Committee meetings minutes. There has been a tremendous effort to update the website, and structure the site to make information convenient to find during the last seven years. Our newly created communications team leads that charge for us every day. Also created under this administration was that team. The minutes in question contain a level of detail that negatively exposes the finances of our casino. Details are presented in the safe confines of our monthly meetings. While the exposure was unintentional it was still financial exposure to a level not previously used or used since that August. Original minutes were as always protected. The online minutes reflected our normal reporting standards. One of the Business Committee members disproved the steps taken to protect highly sensitive casino information and the minutes were restored to reflect the filed original minutes the Wednesday following our next meeting. Our casino General Manager stands up before us each month with examples of how saturated the competitive gaming market is. The Peoria employee does a tremendous job for our nation, and I thank that employee for their professionalism. That is far from tampering in my opinion.

First Councilman Nicholas Hargrove stated that if you have access to a recording that is preferable however I can justify editing the minutes in my own mind no matter what. For example, maybe I say something stupid or something I don't want recorded, but the way this works is that we approve the minutes by a vote and that is the end of it. It is nobody's place to edit minutes after they've been approved. That is wrong.

Second Chief Rosanna Dobbs stated the fourth allegation:

- 4) Malfeasance, in an attempt to destroy evidence in an ongoing human resources investigation.

Second Chief Rosanna Dobbs stated that this was an ongoing Human Resource investigation that was taking place, and you destroyed evidence. There is much more detail we will not be going into, as it is sensitive information for the parties involved.

Chief Harper stated that all Human Resource documents are managed by the Human Resource Director and not myself. To this date, I am still aware of no investigation. I have no emails pertaining to an investigation. I have no calendar dates with Peoria Tribe employees to discuss Human Resource investigations, nor have I recalled the employee discussing these details in Executive Session at any Business Committee meeting. Furthermore, anonymous letters are hearsay at the highest level. After the individual wrote the letter that came to Human Resources what steps were taken? After you received information that a specific employee was spreading false and frankly ugly allegations. How do you follow up with them? How did I interfere with the work of the individual who wrote the letter? How did I interfere with the work of the employees making the false allegations? There are names in that, two names in particular I don't see written statements from either one of them. Human Resource investigations are far removed from the office of the Chief and for a reason and that appears to be the case.

Second Chief Rosanna Dobbs stated the fifth allegation:

- 5) Malfeasance, in an attempt to unethically use Buffalo Run Casino and circumvent proper procurement policy for personal gain.

Second Chief Rosanna Dobbs read the statement:

The incident occurred on March 25, 2024, during a one-on-one meeting with Chief Harper.

“Chief Harper informed the Buffalo Run Casino employee that he would be requesting an additional one hundred thousand dollars from the Business Committee in executive session, which this funding will be allocated for the purchase of a mold remediation machine. Chief Harper mentioned that the machine is from his own business and indicated that there exists a conflict of interest, as he cannot sell it directly to the casino that he and a Buffalo Run Casino employee had discussed this and we in the propose of this happening. Instead, he proposed that he would sell the machine to a company, which would then reach out to us for the purchase.”

Chief Harper stated that the March 3, 2024, report is ten months old. Buffalo Run Casino employee did come to discuss a very disturbing issue of high moisture content in the hotel resulting in the growth of mold on surfaces inside multiple hotel rooms. As many of you know, I do have a professional background in mold mitigation, and I do possess several pieces of equipment. The Buffalo Run Casino employee openly admitted this was outside of her expertise. We discussed the need to develop a plan to see how many rooms were being affected and what was the source of the suspected high moisture readings. At no time did I scheme this weak plan to sell my restoration equipment. I have been out of that trade for nearly seven years and I still have my equipment. The two primary pieces used in the affected areas cost only eighteen hundred dollars combined, new. The rest is expertise and chemical costs. I neither requested the casino to purchase my equipment nor did I request dollars from the Business Committee in open session or executive session nor did I sell a single piece of my equipment to another contractor. This kind of equipment is very specialized. Not many in our circle of friends and relatives even know that it exists or cares until they need it and that is what I use it for. Even our own Buffalo Run Casino. There should be a report from years ago when a sprinkler head was knocked off in a hotel room on the first floor. I received an emergency phone call stating that part of the first floor of the hotel had been flooded. The casino had a flooring contractor available to remove the wet carpet and pad and shop vac as much of the water as possible. At that time, I collected my own equipment to support the hotel in any way I could. That equipment ran nonstop for nearly a week. I billed nothing to the tribe, nothing to the casino or took any relief for use of that specialized equipment and I never asked to be thanked for it.

Second Chief Rosanna Dobbs read the second statement:

This statement reported the incident on August 8, 2024.

“On a yearly basis over the previous three years, a Buffalo Run Casino employee was requested by Chief Harper to fill the NEO suite with nonalcoholic and alcoholic beverages for Chief Harper and guests. Upon inquiring about the protocol, a Buffalo Run Casino employee advised that we should turn a blind eye to the situation.”

Chief Harper stated the tribe is under a ten-year contract in support of the revitalization of our community football stadium. This contract was approved while I served as the third councilman. During that time, I attended one or two games a year in the suite. At that time Buffalo Run Casino included beverages provided as mentioned both alcoholic and nonalcoholic and light snacks. All members of the Business Committee are given a schedule of games, dates, and times each fall for the upcoming high school and college football games. This is very common and in no way a new operating standard. I see much in the report where others are expressing and

instructing, I do not see my name. We always strive to protect the single operations. I received no report from the Buffalo Run employee that says otherwise until now.

Second Chief Rosanna Dobbs read the third statement:

This statement was reported on May 3, 2024, with a one-on-one meeting with Chief Harper. "During the conversation, the Buffalo Run employee brought up the issue of mold in the hotel, which was a significant concern that needed immediate attention. Chief Harper mentioned he had a contact who could assist us with the situation. The Buffalo Run Employee emphasized the importance of adhering to our procurement process, which requires us to obtain three bids to ensure due diligence. In response, Chief Harper dismissed my concerns, stating that is the tribe's policy, not yours. I respectfully reminded him that our regulations are more stringent than those of the tribe, and the requirement for three bids is regularly requested by our external auditors. Despite this, Chief Harper insisted that I put his recommended contractor on payroll. I reiterated my commitment to follow the procurement process and informed him that I could not add him to payroll. Ultimately, I proceeded with obtaining quotes, and the individual Chief Harper recommended did win the bid to address the mold issue in ten rooms."

Chief Harper stated that he would like to revisit this project again as we discussed earlier about the equipment. I would like to ask why the Buffalo Run Casino employee was even having that conversation again. It was because they needed some guidance and lacked the experience to lead this project in this community. We discussed earlier about my contracting experience, and with that experience comes the knowledge of what contractors do and what types of jobs. Do they have the crew and skills to meet as many of your needs as possible? I haven't worked with the contractor since I have been in office but I believed he could meet the needs of our hotel project. This is what the Buffalo Run Casino employee asked for. Who is a contractor that could do this? During the initial walk-through with the contractor the problems continued to compound:

- Roofing issues
- Locked exhaust vents
- Poorly selected wallpaper that contained and held moisture behind them
- Improperly installed p tack units
- Leaking windows is where it started

In more rooms than originally thought were affected. The discussion to put the crew on payroll makes sense now. Serious repairs were needed to be made and that is never an option with that kind of manpower to take on the risk. Whenever you contract someone on property for that amount of time, doing the math to find out whether it is cheaper to put them on payroll or to continue to operate them as a third party has to be waded out. In no way can occur ability to bid project out. Buffalo Run Casino employee per the casino guidelines selected this the same contractor that was asked to recommend and previously the employee said it should be left to the professionals these were the professionals. I was not involved in the contract negotiations with the employee or the contractor. I was not involved in the billing or payment cycles of this project. The Buffalo Run Casino employee gave monthly updates to the Business Committee on the ongoing repairs and the extent of the damage. At no time were contractor disputes ever presented to the Business Committee that they were having issues with this team. I still don't believe they did. At times a contractor would provide me with technical updates, remember that is what the Buffalo Run Casino employee came to me to begin with. I will again reintegrate that not one piece of equipment owned or previously owned by myself was ever used or earned a

dime on remodeling this hotel. I still have my equipment. I go back and look at the date on this it was May 3<sup>rd</sup>. If these were major concerns why not bring them up then?

First Councilman Nicholas Hargrove read from the Business Ethics and Conflict of Interest Policy. It is the policy of the Tribe that all employees and officials, while acting in such capacity, have a position of trust with and a primary undivided business responsibility to the Tribe, and accordingly should act in the best interest of the Tribe. Underlying this policy are the following principles:

- a) All employees and officials should conduct themselves, in their Tribe related activities, in compliance with all applicable laws and regulations and in accordance with the highest moral and ethical standards of responsibility, accountability and integrity.

Mr. Hargrove moved down to line c) No employee or official should personally profit from, or otherwise take advantage of, opportunities or business information which is obtained by reason of such employee's position with the tribe and moving down to j) Never use employee or official positions in any way to coerce or give the appearance of coercing anyone to provide a financial benefit to himself or herself or another person.

Second Chief Rosanna Dobbs stated the sixth allegation:

- 6) Malfeasance, in obstructing duly elected Business Committee members from communicating with subordinate employees.

Incident report communication with Business Committee from Buffalo Run Employee.

"I am writing to document an incident that occurred regarding communication protocols with Business Committee generally involved in my interaction with Nick Hargrove and other members of committee. On March 6, 2024, Nick Hargrove reached out to me, and I had a phone call conversation with him. I encouraged him to feel free to contact me at any time in the future. However shortly thereafter, I had a one-on-one meeting with Chief Harper, during which he made it clear that the Business Committee reported directly to him. He stated that if the committee members have any questions or concerns, they should address them with him and that I needed for refer them to him to discuss matters directly."

Chief Harper stated that during the 2024 General Council Nick Hargrove was elected to Business Committee at the same time the Buffalo Run Casino employee was new to the position. Nick immediately began reaching out to members of the casino staff. Buffalo Run employees do want to communicate effectively, the employee shared that this was causing confusion among the staff. Nick soon began coordinating directly with the marketing staff to gain their efforts to begin filming and streaming our Business Committee meetings. We all knew this was a high priority for him in an effort to create a safe working environment for all employee's communication protocols, and yes those were discussed. The side effects of direct communication were second and third-tier staff members cause uncertainty, uncertainty on how to tell your direct supervisor you are now working on items not assigned by them, and uncertainty on how to tell an elected official of the tribe that you cannot help them right now. Jason showed the experienced leadership in reaching out directly to senior leadership of the casino. During the report paragraph five, the Buffalo Run Casino employee indicated they informed me that they were visiting with another elected official. If I was opposed to that happening it would have said so in paragraph six, I can assure you. I have no issues with staff talking to you guys, I have no issue with you

guys but you guys also have to know that as a Tribal Administrator, I was getting approached by employees with the exact same thing. Guys, we love to do it all but what is the flow of information very simple not any more complicated than that.

Second Chief Rosanna Dobbs stated the seventh allegation:

- 7) Nonfeasance, in the issue of duties as Tribal Administrator as they relate to claims filed by Peoria Tribe employee.

Second Chief Rosanna Dobbs stated that we are all well aware of the issue with the employee and the employee's complaints. The employee complaint was made directly to you because of who the employee's supervisor was and what the issue was. You did not reach out to the employee for months and in response, the employee turned around and sent all of that exact same thing to all of the Business Committee members hoping that we will help the employee address that. We did discuss it and we did discuss it with you, multiple times and you never addressed it. You left it sitting on your desk until the employee was harassed enough that they resigned. A staff of twenty-plus years.

Chief Harper stated that the employee did work with both their department director and human resource director to escalate what the employee believed was a written notice in the employees file. Both directors informed the employee that nothing was in their file. The employee became very belligerent with these directors and other employees at this time. The employee ultimately resigned. I take great pride in the fact there is a human resource department here at the tribe. Several years ago, there wasn't a dedicated team. We have team members focused on meeting the needs of the entire staff. We have seen this team as large as three. The same allegation I shared earlier that says I control the life out of the committee whenever I give you the names of the directors and know you turn that same thing on me again. Our HR policy says there are three items that HR policy approved by this committee and I shared that with all of you guys. The HR policy that says there are three things that an employee can bring all the way up to the Business Committee. Those three things never happened. HR Director managed that. HR Director is in all of this at the same time. I find that very confusing as well.

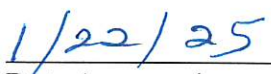
First Councilman Nicholas Hargrove stated that corruption is a serious problem in any government and cannot be ignored, it is extremely harmful.

**Discussion/Approval of the Removal of an Elected Official:** Motion was made by Nicholas Hargrove and seconded by Rosanna Dobbs. Motion carried by a vote of 5 for and 1 opposed, Jenny Rampey.

**ADJOURNMENT:**

Motion to adjourn was made by Nicholas Hargrove and seconded by Scott Myers. Motion carried unanimously and the meeting was adjourned at 6:45 pm.

  
\_\_\_\_\_  
Authorized Signature

  
\_\_\_\_\_  
Date Approved



December 22, 2024

Craig Harper, Chief  
Peoria Tribe of Indians of Oklahoma  
118 S Eight Tribes Trail  
Miami, OK 74354

Dear Chief Harper,

Per the Constitution of the Peoria Tribe of Indians of Oklahoma, **ARTICLE XI, Section 1. Removal.**

**Each elected or appointive body of the Peoria Tribe shall have the power to remove any of its members for cause by affirmative vote of a majority of the total membership of the elected or appointive body.**

This letter shall serve a written statement of charges as well as notice of removal procedures against you, Chief Craig Harper. Below are outlined the charges:

1. Malfeasance, in the issue of instructing the Peoria Tribe's financial department to intentionally obscure information and mislead the Business Committee of the Peoria Tribe and interfere with the lawful execution of legislation.
2. Malfeasance, in attempt to illegally assume Tribal Administrator duties after separation.
3. Malfeasance, in the issue of tampering with Tribal government documents, the Business Committee minutes of August 6, 2024.
4. Malfeasance, in attempt to destroy evidence in an ongoing human resources investigation.
5. Malfeasance, in attempt to unethically use Buffalo Run Casino and circumvent proper procurement policy for personal gain.
6. Malfeasance, in obstructing duly elected Business Committee members from communicating with subordinate employees.
7. Nonfeasance, in the issue of duties as Tribal Administrator as they relate to claims filed by Donna Harp.

A Special Business Committee meeting shall be held fifteen (15) days from your receipt of this letter on January 6, 2025 where you shall have an opportunity to confront your accusers and speak on your behalf.

Submitted,

Rosanna Dobbs, Second Chief	Jenny Rampey, Secretary	Jason Dollarhide, Treasurer
Nick Hargrove, First Councilman Councilman	Kara North, Second Councilman	Scott Myers, Third Councilman

Malfeasance, in the issue of instructing the Peoria Tribe's financial department to intentionally obscure information and mislead the Business Committee of the Peoria Tribe and interfere with the lawful execution of legislation.

1. RE: Incident Report on Discussion with Bill regarding Chief Harper's Request (attached)
2. § 1-3. Crime and public offenses defined; punishments
3. § 6-2. Preventing Business Committee or personnel from performing official duties - Penalty

Malfeasance, in attempt to illegally assume Tribal Administrator duties after separation.

4. Minutes of October 2024
5. Minutes of December 2024
6. Statement signed by grievance committee

Malfeasance, in the issue of tampering with Tribal government documents, the Business Committee minutes of August 6, 2024.

7. Original minutes of August 2024
8. Tampered minutes of August 2024
9. Statement from Mindy
10. § 12-3. Offering forged or false instruments for record

Malfeasance, in attempt to destroy evidence in an ongoing human resources investigation.

11. Incident Report: July 12, 2024
12. § 11-4. Destroying evidence

Malfeasance, in attempt to unethically use Buffalo Run Casino and circumvent proper procurement policy for personal gain.

13. Incident Report: 3/25/2024
14. Incident Report: 8/14/2024
15. Subject: Incident Report Regarding Procurement Process
16. § 7-1. Embezzlement and false accounts by officers. A. E. § 7-9. Penalties
17. § 2-11. Attempts to commit crime - Punishment
18. Ethics violations - Business ethics

Malfeasance, in obstructing duly elected Business Committee members from communicating with subordinate employees.

19. Incident Report: Subject: Communication with Business Committee
20. § 6-2. Preventing Business Committee or personnel from performing official duties - Penalty

Nonfeasance, in the issue of duties as Tribal Administrator as they relate to claims filed by Donna Harp.

21. Labor attorney statement

1.

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**PEORIA TRIBE**  
**OF INDIANS OF OKLAHOMA**  
118 S. Eight Tribes Trail, Miami, OK 74354  
P.O. Box 1527 Miami, OK 74355

CHIEF  
Craig Harper

SECOND CHIEF  
Rosanna Dobbs

Date: October 4, 2024

RE: Incident Report on Discussion with [REDACTED] regarding Chief Harper's Request

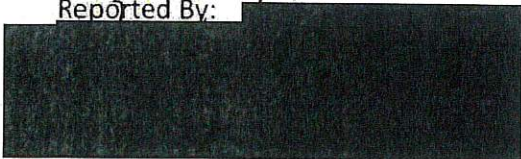
On October 3, 2024, I entered the Director of Finance's office, [REDACTED], to obtain his signature on the job requisition for the Tribal Administrator position. Upon my arrival, the Director requested that I close the door, indicating he wanted to discuss a matter that had made him feel very uncomfortable.

He disclosed that Chief Harper had instructed him not to sign the Tribal Administrator job requisition and to stall the process when I came to have him approve. Chief Harper advised him to inform me that he was unsure of the funding source for the position, which put the Director in a difficult position. The Director expressed his discomfort with this request, highlighting that he was aware of the Business Committee's directive regarding the job posting for the Tribal Administrator.

[REDACTED] expressed to me that he felt pressured by Chief Harper's request, as it conflicted with the established protocol and the Business Committee's intentions. During our discussion, I reassured [REDACTED] that I could help alleviate this pressure, I offered to contact the Business Committee to clarify the funding source related to the job requisition. This would ensure that when I presented the requisition back to him, he would have clear information regarding the funding source. [REDACTED] indicated that this clarification would prevent him from having to inform me that he was unaware of the funding source, despite his professional background suggesting he should be knowledgeable about it.

I committed to bringing him the email confirmation of the funding source the same day, after which he felt comfortable signing despite his directive from Chief Harper. I emphasized that it was unethical for Chief Harper to place another team member in such a compromising situation. I thanked him for his transparency in this situation and stressed the importance that we all uphold the directives of the Business Committee without interference.

Reported By: [REDACTED]



SECRETARY  
Jenny Rampey

TREASURER  
Jason Dollarhide

FIRST COUNCILMAN  
Nick Hargrove

SECOND COUNCILMAN  
Kara D. North

THIRD COUNCILMAN  
Scott Myers

PEORIA TRIBE OF INDIANS OF OKLAHOMA

CODE OF ORDINANCES

PART I. IN GENERAL

CHAPTER 1. PRELIMINARY PROVISIONS

§ 1-1. Title

This shall be known as the Code of Ordinances of the Peoria Tribe of Indians of Oklahoma.

§ 1-2. Criminal acts are only those prescribed

No act or omission shall be deemed criminal or punishable except as prescribed or authorized by this Code of Ordinances.

§ 1-3. Crime and public offense defined; punishments

A crime or public offense is an act or omission forbidden by law, and to which is annexed, upon conviction, either of the following punishments:

- A. Imprisonment;
- B. Fine;
- C. Removal from office; or,
- D. Disqualification to hold and enjoy any office of honor, trust, or profit, under this Tribe;
- E. Restitution;

§ 1-4. Crimes classified

All crimes or offenses are classified as 'crimes.'

§ 1-5. Objects of Code

This chapter specifies the classes of persons who are deemed capable of crimes, and liable to punishment therefor; and defines the nature of the various crimes; and the provisions of this Code are not intended to supplant the provisions of the Major Crimes Act, 18 U.S.C. § 1153, nor shall they be interpreted to divest the United States of any jurisdiction it possesses pursuant to said Act.

Every person who knowingly resists, by the use of force or violence, any executive officer in the performance of his duty, is guilty of a crime.

§ 5-6. Asking or receiving unauthorized reward for official act.

Every executive officer who asks or receives any emolument, gratuity or reward, or any promise of any emolument, gratuity or reward, excepting such as may be authorized by law, for doing any official act, is guilty of a crime.

§ 5-7. Reward for omission to act, asking or receiving

Every executive officer who asks or receives any emolument, gratuity or reward, or any promise of any emolument, gratuity or reward, for omitting or deferring the performance of any official duty, is guilty of a crime.

§ 5-8. Refusal to surrender books to successor

Every person who having been an executive officer of this Tribe, wrongfully refuses to surrender the official seal or any of the books and papers appertaining to his office, to his successor who has been duly elected or appointed, and has duly qualified, and has demanded the surrender of the books and papers of such office is guilty of a crime.

§ 5-9. Administrative officers included

The various provisions of this article which relate to executive officers apply in relation to administrative officers in the same manner as if administrative and executive officer were both mentioned together.

#### CHAPTER 6. CRIMES AGAINST THE LEGISLATIVE POWER

§ 6-1. Preventing meetings of Business Committee

Every person who wilfully and by force or fraud prevents the Business Committee, or any of the members thereof, from meeting or organizing, is guilty of a crime.

§ 6-2. Preventing Business Committee or personnel from performing official duties - Penalty

Any person who alone or in concert with others willfully either by force, physical interference, fraud, intimidation, or by means of any independently unlawful act, prevents or attempts to prevent any member, officer or employee of the Business Committee from performing any official act, function, power or duty shall be guilty of a crime.

§ 6-3. Bribery of or influencing Business Committee members

Every person who gives or offers to bribe a member of the Business Committee, or attempts directly or indirectly, by menace, deceit, suppression of truth or any other corrupt means, to influence a member in giving or withholding his vote, or in not attending the Business Committee meeting, or any committee thereof, is guilty of a crime.

§ 6-4. Soliciting bribes - Trading votes

Every member of the Business Committee who asks, receives or agrees to receive any bribe upon any understanding that his official vote, opinion, judgment or action shall be influenced thereby, or shall be given in any manner or upon any particular side of any question or matter upon which he may be required to act in his official capacity, or who gives, or offers or promises to give any official vote in consideration that another member of the Business Committee shall give any such vote, either upon the same or another question, is guilty of a crime.

§ 6-5. Forfeiture of office - Disqualification to hold office

The conviction of a member of the Business Committee of bribery involves a consequence, in addition to the punishment prescribed by this Code, a forfeiture of his office, and disqualifies him from ever afterwards holding any office under this Tribe.

§ 6-6. Bribery

No person, firm, or member of a firm, corporation or association shall give or offer any money, position or thing of value to any member of the Business Committee to influence him to work or to vote for any proposition, nor shall any member of the Business Committee accept any money, position, promise, or reward or thing of value for his work or vote upon any bill, resolution or measure before the Business Committee.

# 4.

## UNFINISHED BUSINESS:

**Discussion/Approval of Employee Handbook Revisions (Second Chief Rosanna Dobbs):** Motion was made by Rosanna Dobbs and seconded by Nicholas Hargrove to approve Employee Handbook Revision. Motion passed by a vote of 4 for and 1 abstaining, Jason Dollarhide.

## NEW BUSINESS:

**New Members Recommended for Approval by the Enrollment Committee on 09/19/24. Tentatively to be Approved by the Business Committee on 10/01/24 or at the Next Regularly Scheduled or Special Meeting:** Motion was made by Nicholas Hargrove and seconded by Scott Myers. Motion passed.

**R-10-01-24-A “Approval for Changes to the Peoria Tribal Membership Roll”:** Motion was made by Scott Myers and seconded by Rosanna Dobbs to approve Resolution R-10-01-24-A as presented. Motion Passed.

**R-10-01-24-B, “Tribal Membership in National Congress of American Indians”:** Motion was made by Jason Dollarhide and seconded by Nicholas Hargrove to approve Resolution R-10-01-24-B. Motion passed.

**R-10-01-24-C, “Authorization for Signatures on Accounts at Arvest Bank”:** Motion was made by Rosanna Dobbs and seconded by Scott Myers to approve Resolution R-10-01-24-C. Motion passed.

**R-10-01-24-D, “Authorization for Signatures on Accounts at First National Bank & Trust”:** Motion was made by Nicholas Hargrove and seconded by Scott Myers to approve Resolution R-10-01-24-D. Motion passed.

**Discussion/Approval of Peoria Ridge Golf Course FY2025 Budget:** Motion was made by Jason Dollarhide and seconded by Nicholas Hargrove to approve Peoria Ridge Golf Course FY2025 Budget. Motion Passed.

**Discussion/Approval to Donation Policy Revisions:** Motion was made by Rosanna Dobbs and seconded by Nicholas Hargrove to approve Donation Policy Revisions. Motion passed.

**Discussion/Approval of Donations:** Donation to the Fairland Public School in the amount of \$500, Oklahoma City Indian Clinic in the amount of \$1,500, and Oklahoma State University NASA in the amount of \$500. Motion was made by Rosanna Dobbs and seconded by Scott Myers to approve donations. Motion Passed.

**Discussion/Approval of Employee Wage Change Recommendations (was held in Executive Session):** Motion was made by Scott Myers and seconded by Jason Dollarhide to approve wage changes as recommended by H.R. in Executive Session. Motion passed.



5.

Motion passed.

**Discussion/Approval of General Council Election Ballot Referendum:** Motion was made by Rosanna Dobbs and seconded by Kara North to approve. Motion passed by a vote of 4 for and 2 opposed.

**Discussion/Approval of Appointment to Enrollment Committee:** Motion was made by Jason Dollarhide and seconded by Nicholas Hargrove to appoint Lindsey Wilson to the Enrollment Committee. Motion passed.

**Discussion/Approval of Donations:** Donation to NEO Verteran Memorial Cemetery in the amount of \$1,000. Motion was made by Rosanna Dobbs and seconded by Scott Myers to approve donations. Motion Passed.

**Discussion/Approval of Employee Wage Change Recommendations (was held in Executive Session):** Motion was made by Nicholas Hargrove and seconded by Scott Myers to approve wage changes as recommended by H.R. in Executive Session. Motion passed.

**Grievance Committee Presentation:** Chad Harper, Chairman of the Grievance Committee introduced himself. Mr. Harper stated that a grievance was filed with the committee and documentation on that grievance was shared with the Business Committee. The names that were filed on the grievance were sent and confirmed by Enrollment.

Mr. Harper stated the first grievance item listed was concerns that the Chief was left out of some hiring processes. The Grievance Committee referred to the constitution and agreed that it was unconstitutional for any committee member to be left out.

Mr. Harper stated the second grievance item listed was concerns with the government structure and that it had been changed through the constitution. The Grievance Committee reviewed approved minutes from August, September, and October and the Grievance Committee found no changes in government structure to change that. Mr. Harper stated that the Grievance Committee stated that it was unconstitutional without proper guidance and therefore that would put the role of Chief back as Tribal Administrator.

Mr. Harper stated that the third grievance item listed concerns that the Business Committee elected themselves as part of the Economic Development Committee and given themselves a one hundred-and fifty-dollar stipend. After reviewing the constitution, it stated that the Business Committee appoints other committees and boards and that is true. The Business Committee has the ability to give stipends to those and that is accurate. Mr. Harper stated that the Grievance Committee will present their findings to General Council at an upcoming date.

**Discussion/Approval to rescind the October vote on litigation:** Motion was made by Rosanna Dobbs and seconded by Scott Myers to rescind the October vote on litigation. Motion passed 4 for and 2 opposed.

6.

Dec. 4, 2024

**LeAnne Reeves: MEMORANDUM OF RECORD**

Based on feedback from the BC meeting of 12/3/2024, the position of the Grievance Committee was misrepresented.. At no time did we vote to reinstate Chief Harper as Tribal Administrator or entertain a motion to that effect. The minutes recorded from the 11/26/2024 Grievance Committee meeting do not reflect what was reported at last night's BC meeting. Additionally, the Grievance Committee agreed on 11/26/2024 that the grievance filed would be presented to the BC prior to the regular, January BC meeting. It is not clear why this matter was added to the 12/3/2024 BC meeting agenda at the last minute.

This reporting error must be corrected immediately.

~

**Mary Davey:**

I have just heard that the information given by Chad Harper tonight regarding the grievance filed against the business committee is NOT what the committee agreed to .

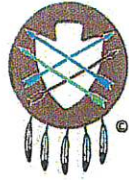
This is a very contentious issue for the tribe. He misspoke about item #2 and gave a false determination.

We need to get this resolved. It was the understanding that the business committee would be given a copy of submitted grievance and that it would be brought to the Business Committee in January.

We did not agree that chief is to be tribal administrator.

7.

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**PEORIA TRIBE**  
**OF INDIANS OF OKLAHOMA**

118 S. Eight Tribes Trail Miami, OK 74354  
P.O. Box 1527 Miami, OK 74355

CHIEF  
Craig Harper

SECOND CHIEF  
Rosanna Dobbs

**PEORIA TRIBE OF INDIANS OF OKLAHOMA**  
**BUSINESS COMMITTEE MEETING**  
**August 6, 2024**

**MINUTES**

**CALL TO ORDER/INVOCATION:**

Chief Harper called the meeting to order, and Jenny Rampey gave the Invocation.

**DECLARATION OF QUORUM:**

Secretary Jenny Rampey declared a quorum with all members present.

**APPROVAL OF AGENDA:**

Jason Dollarhide requested two additional line items be added to the agenda. First line item: Discussion/Approval on the addition of a \$150 stipend to the Economic Development Committee. Second line item: Discussion on Process of Submitting the Writ to Oklahoma Supreme Court pertaining to Peoria versus Qualls and Holden. Jenny Rampey made a motion and was seconded by Rosanna Dobbs to approve the amended agenda. Motion passed.

**APPROVAL OF MINUTES:**

Nicholas Hargrove made a motion and was seconded by Rosanna Dobbs to approve the Minutes of the Regular Meeting, held on July 2, 2024. Motion passed.

**MONTHLY TRIBAL/PROGRAM REPORTS:**

**Financial Reports**

Nicholas Hargrove made a motion and was seconded by Scott Myers to approve the Financial Reports for June 2024 as presented. Motion passed.

**Enterprise Reports**

Chief Harper introduced Mary Jewett, General Manager of Buffalo Run Casino & Resort. Ms. Jewett introduced herself and thanked the council for having her.

Ms. Jewett began her report, which included June Highlights:

**Slot Financials**

- Slot Win showed a decrease of 10.46% (\$227,148) from June 2024 to June 2025

- YTD showed a decrease of 4.39% (\$299,105) from June 2024 to June 2025

#### **Hotel Financials**

- Hotel Occupancy reflected a decrease of 10% (333) from June 2024 to June 2025
- YTD reflects a decrease of 14% (1283) in occupancy from June 2024 to June 2025
- Room Revenue reflected an increase of .56% (\$893) from June 2024 to June 2025
- YTD reflected a decrease of 12.04% (\$58,473) from June 2024 to June 2025

#### **Golf Financials**

- Golf Revenue reflected an increase of 4.78% (\$5,874) from June 2024 to June 2025
- YTD reflected an increase loss of 29.01% (\$104,298) from June 2024 to June 2025
- Golf Net Income reflected an increase loss of 68.7% (\$29,738) from June 2024 to June 2025
- YTD reflected an increase loss of 61% (\$74,021) from June 2024 to June 2025

#### **Food and Beverage**

- Bistro comparing June FY2024 to FY2025 showed an increase of 1.08% (\$966)
- Backwoods showed an increase of 1.69% (\$836)
- Coal Creek showed an increase of .98% (\$914)
- Main Bar showed an increase of 1.04% (\$700)
- Backwoods Bar showed an increase of 16.9% (\$487)
- Vending & EDR showed an increase of 343.04% (\$3,674)
- Total F&B Sales showed an increase of 2.5% (\$7,577)

#### **2024 Casino Distribution**

- Casino Distribution showed a decrease of 12.87% (\$44,468) from June 2024 to June 2025
- YTD showed a decrease of 27.64% (\$401,722) from June 2024 to June 2025
- Budget showed \$400,000 with a difference of 25% (\$98,944)
- YTD showed \$1,200,000 with a difference of 12% (\$148,346)

Ms. Jewett's presentation showed changes in the Finance Department.

- Hired Robin Gertonson as the Executive Finance Director
  - Ms. Gertonson comes with seven years of Tribal Gaming experience and twenty years of accounting experience
- Hired Brian Smith as the Finance Director.
  - Mr. Smith comes with 15 years of experience in the industry/accounting

Ms. Jewett's Finance Department is working on improving stability. Ms. Jewett is excited with the new Finance Department to be able to look at the finances and process to make sure that Buffalo Run is updated and current on everything that they do. Some of the objectives that we are looking at are:

- Golf Financials
- Hotel Financials

- Cost Savings
- Sage Reporting (WIPFLI)
- Theft from Vendors & Team Members
  - Identified a vendor was not delivering products in the amount of \$28,000

Ms. Jewett stated that they are working on launching their new app in two weeks that will give guests push notifications. Guests will be able to see the casinos promotions, and this will replicate the website and kiosks. Buffalo Run will be changing out their billboard campaigns in about six to eight months. Will be promoting that Buffalo Run is more than a casino. Ms. Jewett stated that they will be updating the design and amenities for the Trucker's Lounge. The Sweet Bar will be open this Saturday. Ms. Jewett explained that since the Golf Course is under the casino, and they are highly regulated, there are things that can and cannot be done. Ms. Jewett's team has been looking at and directing those that best benefit the Tribe and our loyal guests as well.

Ms. Jewett introduced John Renslow, the new Golf Course Manager for Peoria Ridge Golf Course. Mr. Renslow thanked the committee for having him. Mr. Renslow is a Class A PGA Professional for twenty-five years and is from Northern California. Mr. Renslow has been fortunate to be in a variety of course types from Equity Private Clubs to High Resorts such as Callippe Preserve, Poppy Ridge and Poppy Hills. Poppy Ridge and Poppy Hills are both owned by Northern California Golf Association (NCGA). Poppy Hills has been part of the AT&T Pro In for years. Callippe Preserve Golf Course in Pleasanton California ranked number one in the state by Golf League and number one in the country for opening golf courses by pageants. Mr. Renslow and his wife moved here three to four years ago. Mr. Renslow initially worked at Patricia Island Country Club in Grove, Oklahoma. Mr. Renslow again thanked the Business Committee for having him.

Ms. Jewett explained that the casino was not able to track the number of tribal citizens employed with the casino until recently. Buffalo Run currently employes forty-four tribal members:

- Three Peoria Citizens
- Forty-one:
  - Cherokee, Wyandotte, Creek, Seneca Cayuga, Shawnee, Osage, Ottawa, Quapaw, Potawatomi, Navajo, and Miami

Ms. Jewett's presentation included miscellaneous information:

- Property Updates
  - Purchased four AC units = \$400,000 and estimated to arrive August 15<sup>th</sup>
  - Generator = \$120,000 and estimated to arrive September 16<sup>th</sup>
  - Hotel Air & Dehumidifier = \$80,000 and estimated to arrive September 15<sup>th</sup>
  - Suppression System down Friday and Saturday = \$10,000 and will be repaired this week
  - Not ADA compliant = Upgrades are in progress
  - Parking lot will have curbs with plants in them installed at edge of hotel parking
  - Installing restrooms on the east side office area

- Designated area for guests to play monthly promotions
- Telsa Charging stations coming in August

Ms. Jewett's team participated in Heritage Fest with a booth on both days. The 4<sup>th</sup> of July celebration was a success with a band, fireworks, food vendors and a flyover. Ms. Jewett thanked the Business Committee.

Chief Harper introduced Charla EchoHawk the Director of Cultural Preservation.

Ms. EchoHawk explained that she was due to give her presentation in May, however her uncle Steven Kinder passed away at that time. Ms. EchoHawk acknowledged the staff of Cultural Preservation:

- Wesley Farless – Language Specialist
- Burgundy Fletcher – Historic Preservation Specialist
- Jacey Vangel – Archival Specialist

Ms. EchoHawk began her presentation explaining that Cultural Preservation is responsible for feeding everyone that comes to General Council meeting as well as the stomp dance that was held at the OP Building. Cultural Preservation fed just under two hundred guests with a huge hog fry. In addition to the stomp dance Cultural Preservation held a Memorial Day Tribute on Memorial Day at the Tribal Cemetery. The American Alliance assisted with recognizing all of the deceased tribal citizens that lay to rest at the cemetery. The Memorial Day Tribute was an opportunity to share with visitors all the restoration projects that are under way. One hundred and twenty guests were moved to the Community Center to be fed.

Cultural Preservation hosted the 27<sup>th</sup> Annual Powwow that lasted three days. Ms. EchoHawk stated that the powwow takes all resources available. The 27<sup>th</sup> Annual Powwow was successful and came in under budget and guests had a wonderful time.

Ms. EchoHawk stated that Cultural Preservation hosted the third and final Painted Hide workshop last week. The painted hides effort was initiated through the University of Illinois and funded through a grant called Humanities without Walls. Ms. EchoHawk has been working with a museum in Paris, France that currently holds painted hides that were gifted to the French from the Peoria and Miami Tribes. The hides could be held on exhibit at the Gilcrease Museum in Tulsa, Oklahoma one day.

Ms. EchoHawk spoke about the different departments in Cultural Preservation.

- Language with Wesley Farless
  - Will host its sixth class
  - 129 Citizens have taken the classes
  - Worked with Early Childhood
  - Created flash cards and a book

Burgundy Fletcher, our Historic Preservation Specialist has been working on phase one of the Tribal Cemetery Project. The Tribal Cemetery is on the National Register of Historic Places. A grant from Heritage and National Park Service fund in the amount of \$497,000 along with \$50,000 from Peoria Tribe was funded for phase one. Phase one included headstone restoration

8.

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Tribal Archive Specialist Jacey Vangel was able to acquire a small collection of materials from the Joplin History and Mineral Museum in Joplin, Missouri. In the collection was a basket identified as Modoc. The Modoc and Peoria Tribes held a ceremony to return the basket back to the Modoc Tribe.

Ms. EchoHawk stated that Cultural Preservation will be adding a Repatriation Specialist, Administrative Assistant, and an information desk person. Ms. EchoHawk thanked the Business Committee for having her.

### **ADMINISTRATIVE REPORT:**

Chief Harper began his Administrative Report for July. The report included the following highlights:

- Celebrated July 4<sup>th</sup>

9.

### Detailed Incident Form



Date of Statement: 12/31/2024

Date of Incident: 9/4/24 and 10/2/24

Employee Name: [REDACTED]

**Incident Description:**

I would like to address a critical issue regarding the Aug. 6th minutes that were signed by Jenny Rampey during the September 3rd BC meeting. It is important to clarify that the original document from August 6th remains unaltered. However, a copy intended for posting was modified. During my meeting with Chief Harper on September 4th, we reviewed everything from the BC meeting held the day before, including the posting of these minutes. At that time, Chief Harper requested the removal of items related to Buffalo Run financials and marked those sections for omission. When I submitted the minutes to the Communications department for posting on our website, those financial details were indeed excluded as per Chief Harper's directive. It was brought up in the October 1st BC meeting that not all approved minutes from August 6th had been posted. On October 3rd, Chief Harper instructed me to ensure that all minutes from August 6th be made available online. I promptly sent all relevant documents to Communications for posting while requesting that any incorrect versions be taken down.

[REDACTED]  
Employee Signature

12/31/24  
Date

[REDACTED]

12/31/24  
Date

witness shall be influenced, or who attempts by any other means fraudulently to induce any witness to give false testimony is guilty of a crime, but if the offer, promise or bribe is in any way to induce the witness to swear falsely, then it shall be held to be subornation of perjury.

CHAPTER 12. FORGING, STEALING, MUTILATING  
AND FALSIFYING JUDICIAL AND PUBLIC RECORDS AND DOCUMENTS

§ 12-1. Larceny or destruction of records by clerk or officer

Every clerk, register or other officer having custody of any record, map or book, or of any paper or proceeding of any court, filed or deposited in any public office, who is guilty of stealing, willfully destroying, mutilating, defacing, altering or falsifying or unlawfully removing or secreting such record, map, book, paper or proceeding, or who permits any other person so to do, is guilty of a crime.

§ 12-2. Larceny or destruction of records by other persons

Every person not an officer such as is mentioned in the last section, who is guilty of any of the acts specified in that section, is guilty of a crime.

§ 12-3. Offering forged or false instruments for record

Every person who knowingly procures or offers any false or forged instrument to be filed, registered, or recorded in any public office within this Tribe, which instrument, if genuine, might be filed or registered or recorded under any law of this Tribe or of the United States, is guilty of a crime.

§ 12-4. Forging name to petition - Penalties

Any person who shall knowingly sign, subscribe or forge the name of any other person, without the consent of such other person, to any petition, application, remonstrance, or other instrument of writing, authorized by law to be filed in or with any court, board or officer, with intent to deceive or mislead such court, board or officer, shall be guilty of a crime.

CHAPTER 14. PERJURY AND SUBORNATION OF PERJURY

§ 14-1. Perjury defined - Defense



Date: July 12, 2024  
Incident Date: July 5, 2024 – July 12, 2024

**Description of Incident:**

On Friday, July 5, 2024, I was contacted by [REDACTED], the [REDACTED], regarding an anonymous letter found in [REDACTED] work mailbox. The letter contained accusations alleging [REDACTED] purportedly made by [REDACTED]. I instructed [REDACTED] that the letter needed to be brought to Human Resources immediately. [REDACTED] informed me that she and [REDACTED] had already discussed the matter with Chief Harper, who was in possession of the letter. I emphasized the necessity of submitting the letter to Human Resources for proper documentation and investigation.

On Monday, July 8, 2024, I followed up by texting [REDACTED] to inform her that I had not yet received a response from Chief Harper regarding the letter. [REDACTED] confirmed that he was present at headquarters that day, as she had seen him.

On July 9, 2024, I received a text from [REDACTED] stating that Chief Harper had instructed that he wanted the letter to go away. I immediately called her and she stated that he made it clear that he wanted the letter gone and did not wish for the matter to be reported. This directive was concerning, as it obstructed the proper handling of the document.

On Friday, July 12, 2024, the anonymous team member who originally authored the letter approached my office to express their discomfort with the situation. They reported that [REDACTED] had solicited them to write the anonymous letter based on information that the team member had overheard [REDACTED] say several times. [REDACTED] instructed the team member to place the letter in her mailbox while keeping their identity confidential.

**Ethical Concerns:**

- 1. Failure to Report:** The failure of [REDACTED] and Chief Harper to report the allegations to Human Resources violates ethical standards, as it is essential for all allegations involving team members to be reported for appropriate investigation.
- 2. Destruction of Evidence:** Chief Harper's directive that he wanted the letter to go away raises significant ethical issues, as this act obstructs potential investigation and undermines the integrity of the reporting process.

3. *Manipulation of Accusations:* The solicitation of the anonymous letter by [REDACTED] indicates a potential collusion to undermine [REDACTED], particularly given that Chief Harper had not yet made a decision regarding her employment based on previous investigations.

Reported by [REDACTED]

[REDACTED]

Every person who, upon any trial, proceedings, inquiry or investigation whatever, authorized by law, offers in evidence, as genuine, any book, paper, document, record, or other instrument in writing, knowing the same to have been forged, or fraudulently altered, is punishable in the same manner as the forging or false alteration of such instrument is guilty of a crime.

§ 11-2. Deceiving witness

Every person who practices any fraud or deceit, or knowingly makes or exhibits any false statement, representation, token or writing, to any witness or person about to be called as a witness, upon any trial, proceeding, inquiry or investigation whatever, proceeding by authority of law, with intent to affect the testimony of such witness, is guilty of a crime.

§ 11-3. Preparing false evidence

Every person guilty of falsely preparing any book, paper, record, instrument in writing, or other matter or thing, with intent to produce it, or allow it to be produced as genuine upon any trial, proceeding or inquiry whatever, authorized by law, is guilty of a crime.

§ 11-4. Destroying evidence

Every person who knowing that any book, paper, record, instrument in writing, or other matter or thing, is about to be produced in evidence upon any trial, proceeding, inquiry or investigation whatever, authorized by law, willfully destroys the same, with intent thereby to prevent the same from being produced, is guilty of a crime.

§ 11-5. Preventing witness from giving testimony

Every person who willfully prevents any person from giving testimony who has been duly summoned or subpoenaed or endorsed on the criminal information as a witness or threatens physical or mental harm through force or fear with the intent to prevent the witness from appearing in court to give his testimony, or to alter his testimony, is guilty of a crime.

§ 11-6. Bribing witness - Subornation of perjury

Every person who gives or promises to give to any witness or person about to be called as a witness in any matter whatever, any bribe upon any understanding or agreement that the testimony of such

13.

**Incident Report:**

**Date: 3/25/2024**

I am writing to formally report an incident that took place during my one-on-one meeting with Chief Harper on 3/25/2024. The discussion raised several concerns.

During our meeting, Chief Harper informed me that he would be requesting an additional \$100,000 from the Business Committee in executive session, which this funding would be allocated for the purchase of a mold remediation machine.

Chief Harper mentioned that the machine is from his own business and indicated that there exists a conflict of interest, as he cannot sell it directly to the casino that him and Patrick had discussed this and we in the propose of this happening. Instead, he proposed that he would sell the machine to a company, which would then reach out to us for the purchase.

I expressed my discomfort with this arrangement, citing the potential conflict of interest and the fact that no one on our team would be trained to use the machine effectively. I strongly believe that investing \$100,000 in equipment that would not be utilized by our team is not a prudent decision. Instead, I suggested that we would be better served by continuing to hire professionals to manage the mold remediation and the demo of rooms that had mold.

Given the implications of this situation, I felt it was essential to document this matter to ensure compliance with our policies and to uphold the integrity of our operations.

Submitted to Human Resources for my file



14.

**Incident Report:**

**Date:** 8/14/2024

**Multiple Years**

**Subject:** NEO Suite Stocking with Alcohol

On a yearly basis over the previous three years, [REDACTED] was requested by Chief Harper to fill the NEO suite with nonalcoholic and alcoholic beverages for Chief Harper and guests. Upon inquiring about the protocol, [REDACTED] advised that we should "turn a blind eye" to the situation.

**Request:** Between Mid-August and November [REDACTED] was instructed to prepare and keep stocked the suite with alcoholic beverages for an event scheduled for NEO Football and Miami High School Football.

**Concerns Raised:** I expressed my concern regarding this practice, similar to previous instances involving the business committee receiving gifts and show tickets were provided without charge, which could potentially lead to NIGC violations.

**-Communication:** I instructed [REDACTED] to "bill the tribe" for the product brought to the NEO suite. Later, I received a call from [REDACTED] who stated she was informed that the casino would not be refunding or reimbursing for the alcohol provided.

The following practices raise concerns:

**Alcohol:** The request to fill the suite with alcohol for guests, especially when advised to overlook the situation, is troubling.

**Gifts to anyone on Business Committee:** Previous instances of providing gifts and tickets to the business committee without charge can NIGC violations.

Communicated concerns to [REDACTED], Chief Harper and [REDACTED]. Final instructions received from [REDACTED] and [REDACTED].

Submitted to Human Resources: Personal File  
[REDACTED]



# 15.

Subject: Incident Report Regarding Procurement Process

I am writing to formally address an incident that occurred during my one-on-one meeting with Chief Harper on May 3<sup>rd</sup> 2024.

During our conversation, I brought up the issue of mold in the hotel, which was a significant concern that needed immediate attention. Chief Harper mentioned he had a contact who could assist us with the situation. I emphasized the importance of adhering to our procurement process, which requires us to obtain three bids to ensure due diligence. In response, Chief Harper dismissed my concerns, stating, "that is the tribe's policy, not yours." I respectfully reminded him that our regulations are more stringent than those of the tribe, and the requirement for three bids is regularly requested by our external auditors.

Despite this, Chief Harper insisted that I put his recommended contract [REDACTED] on payroll. I reiterated my commitment to follow the procurement process and informed him that I could not add him to payroll. Ultimately, I proceeded with obtaining quotes, and the individual Chief Harper recommended did win the bid to address the mold issue in ten rooms.

However, it is important to note that the gentleman in question, did not communicate directly with me throughout this process and only relayed information to Chief Harper regarding the status of the hotel.

I believe it is crucial for our team's integrity and adherence to policy that we maintain open and respectful communication, especially regarding procurement matters.

Please add to my personal file- [REDACTED]

§ 6-7. Member of Business Committee - Soliciting or securing employment with the Peoria Tribe of Indians of Oklahoma

It shall be unlawful for any member of the Business Committee to solicit, receive or accept any money or thing of value either directly or through another person for soliciting or securing employment of or for another person from any department or institution of the Tribe, where the said department or institution is supported in whole or in part from revenues levied pursuant to law or appropriations made by the Business Committee.

CHAPTER 7. CRIMES AGAINST THE REVENUE AND PROPERTY  
OF THE TRIBE

§ 7-1. Embezzlement and false accounts by officers

Every public officer of the Tribe and every deputy or clerk of any such officer and every other person receiving any money or other thing of value on behalf of or for account of this Tribe or any department of the government of this Tribe or any bureau or fund created by law and in which this Tribe or the people thereof, are directly or indirectly interested, who either:

A. Appropriates to his own use, or to the use of a person not entitled thereto, without authority of law, any money or anything of value received by him as such officer, clerk, or deputy, or otherwise, on behalf of this Tribe, or any subdivision of this Tribe, or the people thereof, or in which they are interested; or

B. Receives, directly or indirectly, any interest, profit or perquisites, arising from the use or loan of public funds in his hands or money to be raised through his agency for the Tribe; or

C. Knowingly keeps any false account, or makes any false entry or erasure in any account of or relating to any monies so received by him, on behalf of this Tribe, or the people thereof, or in which they are interested; or

D. Fraudulently alters, falsifies, cancels, destroys or obliterates any such account; or

E. Willfully omits or refuses to pay over to the Tribe, or its officers or agents authorized by law to receive the same, any money or interest, profit or perquisites arising therefrom, received by him under any duty imposed by law so to pay over the same, shall upon conviction thereof, be deemed guilty of a crime and in addition thereto shall be disqualified to hold office this Tribe, and the court shall issue an order of such forfeiture

and should appeal be taken from the judgment of the court, the defendant may, in the discretion of the court, stand suspended from such office until such cause is finally determined.

§ 7-2. Fraud by officer authorized to sell, lease or make contract

Every public officer, being authorized to sell or lease any property, or make any contract in his official capacity, who voluntarily becomes interested individually in such sale, lease or contract, directly or indirectly, is guilty of a crime.

§ 7-3. Obstructing the collection of taxes

Every person who wilfully obstructs or hinders any public officer from collecting any revenue, taxes, or other sums of money in which, or any part of which the people of this Tribe are directly or indirectly interested, and which such officer is by law empowered to collect, is guilty of a crime.

§ 7-4. Injury or burning public buildings

Every person who wilfully burns, destroys, or injures any public buildings or improvements in this Tribe, is guilty of a crime.

§ 7-5. False statement regarding taxes

Every person who, in making any statement, oral or written, which is required or authorized by law to be made as the basis of imposing any tax or assessment, or of an application to reduce any tax or assessment, willfully states any material matter which he knows to be false, is guilty, upon conviction, of a crime.

§ 7-6. Officer dealing in warrants - Crime

It shall be unlawful for any public officer or deputy or employee of such officer to either directly or indirectly, buy, barter for, or otherwise engage in any manner in the purchase of any bonds, warrants or any other evidence of indebtedness against this Tribe, any subdivision thereof, of which he is an officer.

§ 7-7. Member of governing body not to furnish public supplies for consideration

It shall be unlawful for any member of the Business Committee of the Tribe to furnish, for a consideration any material or supplies for the use of said Tribe or subdivision.

§ 7-8. False, fictitious or fraudulent claims against Tribe

It shall be unlawful for any person, firm, corporation, association or agency to make, present, or cause to be presented to any employee or officer of the Peoria Tribe of Indians of Oklahoma, or to any department or agency thereof, any false, fictitious or fraudulent claim for payment of public funds upon or against the Peoria Tribe of Indians of Oklahoma, or any department or agency thereof, knowing such claim to be false, fictitious or fraudulent.

§ 7-9. Penalties

Any person, firm, corporation, association or agency found guilty of violating the foregoing section shall be guilty of a crime.

PART II. CRIMES AGAINST PUBLIC JUSTICE

§ 8-2. Bribing officers

Whoever corruptly gives, offers, or promises to any executive, legislative, judicial, or other public officer, or any employee of the Peoria Tribe of Indians of Oklahoma or any political subdivision thereof, including peace officers and any other law enforcement officer, or any person assuming to act as such officer, after his election or appointment, either before or after he has qualified or has taken his seat, any gift or gratuity whatever, with intent to influence his act, vote, opinion, decision, or judgment on any matter, question, cause or proceeding which then may be pending or may by law come or be brought by him in his official capacity, or as a consideration for any speech, work, or service in connection therewith, shall be guilty of a crime.

§ 8-3. Officers receiving bribes

Every executive, legislative, judicial, or other public officer, or any employee of the Peoria Tribe of Indians of Oklahoma or any political subdivision thereof, including peace officers and any other law enforcement officer, or any person assuming to act as such officer, who corruptly accepts or requests a gift or gratuity, or a promise to make a gift, or a promise to do an act beneficial to such officer, or that judgment shall be given in any particular manner, or upon a particular side of any question, cause or

Whenever an act is declared a crime, and no punishment for counseling or aiding in the commission of such act is expressly prescribed by law, every person who counsels or aids another in the commission of such act, is guilty of a crime, and punishable in the same manner as the principal offender.

§ 2-10. Conviction for an attempt not permitted where crime is perpetrated

No person can be convicted of an attempt to commit a crime when it appears that the crime intended or attempted was perpetrated by such person in pursuance of such attempt.

§ 2-11. Attempts to commit crime - Punishment

Every person who attempts to commit any crime, and in such attempt does any act toward the commission of such crime, but fails, or is prevented or intercepted in the perpetration thereof, is punishable, where no provision is made by law for the punishment of such attempt, as follows:

If the offense so attempted be punishable by imprisonment and or by a fine, the offender convicted of such attempt may be punished by both imprisonment and or fine, not exceeding one-half (1/2) the longest term of imprisonment and one-half (1/2) the largest fine which may be imposed upon a conviction for the offense so attempted.

§ 2-12. Unsuccessful attempt - Another crime committed

The last two sections do not protect a person who in attempting unsuccessfully to commit a crime, accomplishes the commission of another and different crime, whether greater or less in guilt, from suffering the punishment prescribed by law for the crime committed.

§ 2-13. Attempt deemed

A person is guilty of an attempt to commit a crime if, acting with the kind of culpability otherwise required for commission of the crime, he:

A. Purposely engages in conduct which would constitute the crime if the attendant circumstances were as he believes them to be; or,

B. When causing a particular result in an element of the crime, does anything with the purpose of causing or with the belief

# 18. Business Ethics and Conflict of Interest Policy

each case will be decided according to its particular facts and circumstances by applying reasonable judgment and common sense. In some instances, full disclosure of all relevant facts by the person concerned will be all that is necessary to enable the Tribe to protect its interests. In other cases, if no improper motivation appears to exist and the Tribe's interests have not suffered, prompt elimination of the improper conduct or activity may be sufficient.

- c) Should the Tribe find, however, that an inexcusable violation of policy is involved, more drastic action will be taken including, where appropriate, termination of employment and action to obtain reimbursement to the Tribe for any profit diverted from it (including gain realized by the particular employee) or any financial detriment suffered by the Tribe.

4. **Confidentiality.** To respect the privacy of Tribal citizens, employees, and clients, employees and officials of the Tribe shall not use or disclose confidential information gained in the course of their duties or responsibilities or by reason of their official positions or activities. This includes, but is not limited to, the disclosure of confidential information to further the employee or official's own economic or personal interest or that of anyone else.

## 5. POLICY OF ETHICAL STANDARDS

It is the policy of the Tribe that all employees and officials, while acting in such capacity, have a position of trust with and a primary undivided business responsibility to the Tribe, and accordingly should act in the best interests of the Tribe. Underlying this policy are the following principles:

- a) All employees and officials should conduct themselves, in their Tribe related activities, in compliance with all applicable laws and regulations and in accordance with the highest moral and ethical standards of responsibility, accountability and integrity.
- b) No employee or official should have, acquire or engage in any interest or association which would, or might appear to, influence or interfere with the independent exercise of his or her judgment in the best interest of the Tribe.
- c) No employee or official should personally profit from, or otherwise take advantage of, opportunities or business information which is obtained by reason of such employee's position with the tribe; and

- d) Employees and officials should refrain from those transactions or activities conducted in their capacity as an employee of the Tribe which, while not involving personal profit or gain of the employee involved, are nonetheless detrimental to the best interests of the Tribe or would tend to damage the reputation of the Tribe.
- e) Maintain a workplace free of discrimination, harassment, violence and intimidation. Employees and officials should not tolerate any form of threatening behavior or abusive behavior.
- f) All employees and officials should strive to be truthful and straightforward in dealing with other government agencies or outside businesses.
- g) Give a full day's labor for a full day's pay, giving earnest and best thoughts to the performance of his or her duties.
- h) Never dispense special favors or privileges to anyone, whether for remuneration or not, and never sell influence to gain special favors for any person, business, or governmental entity.
- i) Make no private promises of any kind, binding upon the duties of office, recognizing that an employee or official has no private word that can be binding on public duty.
- j) Never use employee or official positions in any way to coerce or give the appearance of coercing anyone to provide a financial benefit to himself or herself or another person.

#### 6. SPECIFIC POLICY APPLICATIONS FOR CONFLICT OF INTEREST

It is virtually impossible to present an all-inclusive list of interests, activities, associations, transactions or situations which constitute, or would appear to constitute, a conflict of interest or a violation of the principles set forth above. However, the policy of the Tribe and the responsibilities of the employees and officials with respect to some of the more commonly encountered conflict of interest situations or with regard to questions frequently presented are set forth below.

In certain of the following policy applications, terms such as "material financial





**Rosanna Dobbs**

---

**From:** Nick <nickbloo2@gmail.com>  
**Sent:** Wednesday, January 22, 2025 8:53 AM  
**To:** Rosanna Dobbs  
**Subject:** Re: [External] Email Documentation Requested

I am fine with adding it for context

On Wed, Jan 22, 2025 at 8:37 AM Rosanna Dobbs <[rdobbs@peoriatribe.com](mailto:rdobbs@peoriatribe.com)> wrote:

Good Morning,

I just wanted to let you know that I intend to add this email to the removal packet to add context to the attached correspondence regarding former employee Donna Harp. I feel it should be clarified that the undated letter from Chief was wholly inflammatory and incorrect in many of the accusations made against former employee Donna Harp, as well as the fact that neither Donna Harp *nor* the Business Committee received said letter.

*Kweehsitolanni*

*Rosanna Dobbs*

Second Chief

Peoria Tribe of Indians of Oklahoma

O: 918.540.2535

[rdobbs@peoriatribe.com](mailto:rdobbs@peoriatribe.com)

**From:** Nick <[nickbloo2@gmail.com](mailto:nickbloo2@gmail.com)>  
**Sent:** Friday, January 17, 2025 1:57 PM  
**To:** Rosanna Dobbs <[rdoobs@peoriatrbe.com](mailto:rdoobs@peoriatrbe.com)>  
**Subject:** Fwd: [External] Email Documentation Requested

[REDACTED]

**Date:** Fri, Dec 27, 2024 at 4:26 PM  
**Subject:** Documentation Requested  
**To:** Nicholas Hargrove <[nickbloo2@gmail.com](mailto:nickbloo2@gmail.com)>

Nik-

Attached is the correspondence you requested concerning Donna Harp. I would like to clarify that human resources was not involved in any of this communication; it was solely Chief Harper and [REDACTED] who handled the correspondence with the attorney. (As you can see by who is on the emails)

From my understanding, the responses from Josh Solberg, the attorney, on June 24<sup>th</sup>, was intended to be sent by [REDACTED] to Donna in order to clarify the situation and resolve any confusion regarding the handling of the matter. It seems that the attorney believed that if this response had been issued in June, the issue would have been settled, eliminating the need for further attention.

However, according to [REDACTED] Chief Harper opted not to have [REDACTED] send that response at the time and delayed until August to provide his own response, which is also attached.

Please let me know if you need any further information or clarification.

Thanks!!

21.

**From:** Josh W. Solberg <jsolberg@HartzogLaw.com>  
**Sent:** Monday, June 24, 2024 3:01 PM  
**To:** [REDACTED]  
**Subject:** RE: [External] Email Handbook

Thank you – I think we should all visit, but I am leaning towards something like this for our response:

[REDACTED] – You have submitted your issue to Chief Harper, which you are welcomed to do. But the issue will not be presented to the Business Committee as it is not a proper dispute for the Business Committee to entertain. The handbook, as adopted by the Business Committee, outlines certain procedures and protocols. It also provides dispute resolution processes as well as appeal processes, where the situation is appropriate and as specifically called for by the Handbook. This is not one of those situations. Your June 13 complaint seeks “any form of disciplinary action which may have been put in my personnel file to be removed....” Had you received personnel action, that may have been subject to review under the Handbook’s Appeal process. However, as has been stated to you numerous times, you received no written personnel action on June 13.

In the future, should you have a concern with a director of another department, including the Director of the Human Resources department, (and the concern is not one addressed in the handbook, like the one you have made here), you are welcome to report your concern to the Director’s supervisor, Chief Harper, as you have already done in this case.



**Josh W. Solberg**  
Partner  
P 405-235-7000  
F 405-996-3403  
jsolberg@HartzogLaw.com  
201 Robert S Kerr Ave, Suite 1600  
Oklahoma City, OK 73102  
hartzoglaw.com |

This message, and any attachments, may contain information that is confidential and/or privileged. If you believe that this message has been sent to you in error, do not read, forward or copy it. Please reply to the sender that you have received the message in error and then delete it. Thank you.

**From:** [REDACTED]  
**Sent:** Monday, June 24, 2024 2:35 PM  
**To:** Josh W. Solberg <jsolberg@HartzogLaw.com>  
**Subject:** Handbook

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, August 15, 2024 9:37 AM  
**To:** Craig Harper  
**Subject:** [REDACTED]  
**Attachments:** [REDACTED]

Chief,

After consulting with Josh, it has been recommended that you send the letter via email to [REDACTED] with the Business Committee included in carbon copy (CC). This approach will ensure that all relevant parties are informed simultaneously and will provide a timestamped record of the communication.

For your convenience, I have scanned the letter and attached it to this email.

Should you have any questions or concerns about this process, please do not hesitate to contact me. I am available to assist you further if required.

*Thank you.*

[REDACTED]

Peoria Tribe of Indians of Oklahoma  
Office 918.540.2535 Ext. 9226 | Fax 918.540.2538  
[brogers@peoriatribes.com](mailto:brogers@peoriatribes.com)



**PEORIA TRIBE**  
OF INDIANS OF OKLAHOMA

P (918) 540-2535  
F (918) 540-2538



**PEORIA TRIBE**  
**OF INDIANS OF OKLAHOMA**  
118 S. Eight Tribes Trail • P.O. Box 1527  
Miami, Oklahoma 74355

CHIEF  
Craig Harper

SECOND CHIEF  
Rosanna Dobbs

Ms. [REDACTED]

Please accept this as my response to your Complaint dated June 13, 2024. This is a Step 3 response, the last and final step, in the Dispute Resolution process set out in the Handbook. Your Complaint seeks “any form of disciplinary action which may have been put in my personnel file to be removed....” as a result of a meeting with [REDACTED] on June 12. As has been stated to you numerous times, you did not receive any disciplinary action as a result of the meeting with [REDACTED] on June 12. Therefore, there is no action to take. A more detailed response follows.

First, on June 24, you directed your appeal to the Business Committee for review. The Handbook, as adopted by the Business Committee, provides dispute resolution processes as well as appeal processes. Where the personnel action is appropriate and as specifically called for by the Handbook, it can be submitted to the Business Committee; however, this is not one of those situations. Only terminations, suspensions, and demotions are authorized to be brought to the Business Committee via an appeal process. Although the issue is not appropriate to be presented to the Business Committee, I am including them in this correspondence due to your continued correspondence with members of the committee.

Second, I agree with and support the written response issued to you by your [REDACTED] on June 24, 2024 – there is no discipline to remove from your file as a result of the meeting you had with [REDACTED] on June 12. Further, your Complaint alleges that Human Resources ([REDACTED]) “overstepped her authority” and you *felt* “berated, belittled, and bullied.” I find that Human Resources did not overstep its authority – instead, Human Resources was attempting to staff an all-staff event “Hamburger Hangout” with volunteers from all departments, something well within Human Resources’ authority. Your subordinate Team Member wanted to participate and was authorized to do so, which resulted in you cursing at the Team Member, saying “I am tired of everyone taking my fucking employees for events, we already have to cover the damn front” (and making other inappropriate, demeaning comments). I also find that, in addressing the concerns you raised, [REDACTED] behaved professionally and appropriately. In reviewing the

SECRETARY  
Jenny Rampcy

TREASURER  
Jason Dollarhide

FIRST COUNCILMAN  
Nick Hargrove

SECOND COUNCILMAN  
Kara D. North

THIRD COUNCILMAN  
Scott Myers

information provided to me, including your own written statement, I do not find that [REDACTED] ever said or did anything to make you feel berated, belittled, or bullied.

Lastly, as part of this review process, I became aware that the serious allegation that you treated a subordinate Team Member in a way that is wholly unacceptable for anyone, especially a manager, had yet to be addressed by either your manager or Human Resources. You were given a chance to respond to allegations on July 30 (your response being, in effect, that you don't remember whether you have been verbally abusive to Team Members that report to you). The Tribe is dedicated to providing all Team Members with a positive and pleasant environment to work with dignity, fairness, respect and recognition in the workplace. Any conduct that is demeaning and that falls short of the Tribe's expectation of respectful behavior will not be tolerated. Your behavior has now been addressed, and your Complaint responded to in full.

Sincerely,

A handwritten signature in blue ink, appearing to read 'C. Harper', is written over the printed name 'Craig Harper'.

Craig Harper

Chief, Peoria Tribe of Indians of Oklahoma

cc. Peoria Tribal Business Committee Members

# LETTER OF RESIGNATION

Donna Harp  
[REDACTED]

August 19, 2024

Peoria Tribe of Indians of Oklahoma  
118 S Eight Tribes Trail  
Miami OK 74354

Dear Peoria Tribal Administration and Business Committee,

Regrettably, the work environment has become unsustainable for me due to my feeling of ongoing harassment and retaliation regarding my complaint filed against [REDACTED] on June 14, 2024. My complaint against [REDACTED] was given to [REDACTED] who in turn stated she gave it to Chief Harper. There was no action or discussion by Chief Harper with me concerning my complaint. Therefore, I sent my complaint to the Business Committee as the current personnel policy and procedures does not give any instructions as to my exact situation. There is no written policy regarding a complaint against a member of Human Resources or any remedies/resolutions available.

I was called into the Human Resources office on June 12, 2024, by [REDACTED] and feel I was belittled, bullied and subjected to intimidation.

After that meeting, on June 21, 2024, I was given an evaluation by [REDACTED] who was no longer my Director, along with [REDACTED] and [REDACTED]. During that evaluation, I was also informed that one of my staff had filed a complaint against me regarding the incident that caused my complaint to be filed against [REDACTED]. I feel I was further attacked, harassed, retaliated, targeted and subjected to further intimidation against me.

On August 5, 2024, I was once again called into Human Resources. [REDACTED] and [REDACTED] were present. I was told I had another complaint made against me by the same individual who made the first complaint and that it was regarding the same incident that transpired on June 11, 2024. I was told the new complaint was made after my evaluation (which is past the 3-day window in the personnel policy to file a complaint). It was listed as my final warning.

Per the Personnel Policy and Procedures, page 43,

*Section N. Dispute Resolution:*

*"At times, a Team Member may feel that situations have arisen with their employment with which they do not feel comfortable, or about which they are unhappy. A frank, open discussion between the Team Members and their supervisor and, if appropriate, the Department Director is the best way to resolve these situations, problems, or*

*misunderstandings. Team Members should make every effort to resolve their issues directly within their department. The Tribe provides and encourages the following steps:*

*Step 1: Discussion with the supervisor*

*Initially, Team members should bring their concerns or complaints to their immediate supervisor. If the complaint involves the Team Members supervisor, the Team Member should schedule an appointment with that supervisor to discuss the problem that gave rise to the complaint within three (3) working days of the date the incident occurred. The immediate supervisor will partner with Human Resources to respond to the concern.*

*Step 2: Written complaint and decision*

*If the discussion with the immediate supervisor, does not resolve the problem to the mutual satisfaction of the Team member and the supervisor, or if the supervisor does not respond to the complaint, the Team Member may submit a written complaint to the Department Director or the Human Resources Department. Team members may request assistance with writing their complaints from the Human Resources department. The Department Director should forward a copy of the complaint to the Human Resources Department.*

*The submission of the written complaint is due within three (3) working days of the response from the supervisor. The complaint should include: The problem and the date when the incident occurred. Suggestions on ways to resolve the problem.*

*A copy of the immediate supervisor's written response or a summary of his or her verbal response and the date when the Team Member met with the immediate supervisor. If the supervisor provides no response, the complaint should state this.*

*Upon receipt of the formal complaint, the Department Director will schedule a meeting with the Team member within three (3) working days to discuss the complaint. Within approximately five (5) working days after the discussion, the director/department head should issue a decision both in writing and orally to the Team Member filing the complaint."*

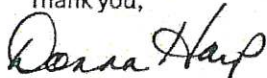
I feel regarding the complaints against me, step one was never initiated thereby I was not given the opportunity to try to rectify the complaints against me.

In the 23 years of working for the Tribe I have had no disciplinary actions against me.

I feel I have no other option but to resign due to the continued harassment, retaliation, intimidation, targeting and the impending termination that appears to be imminent. This has caused me great distress and physical and mental harm. I do not feel the work environment is safe for me to continue, therefore I submit my resignation, effective immediately.

I hope someday the Business Committee and Administration will make the Tribal Office a great place to work, as it once was.

Thank you,



Donna Harp